



ROBERT L. EHRLICH, JR.
GOVERNOR
COMMANDER-IN-CHIEF

STATE OF MARYLAND
MILITARY DEPARTMENT
FIFTH REGIMENT ARMORY
BALTIMORE, MARYLAND 21201-2288

BRUCE F. TUXILL
MAJOR GENERAL
THE ADJUTANT GENERAL

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MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Prevention of Sexual Harassment

1. Sexual harassment is unwelcome, offensive conduct of a sexual nature that makes someone uncomfortable or embarrassed. When submission to that unwelcome conduct is made a condition of employment and interferes with the ability to do the job or creates a hostile, intimidated work environment, it is an illegal activity.
2. Every soldier, airman, and state employee is entitled to work in an environment that is free from sexual harassment. All personnel deserve to be treated with dignity and respect in the workplace.
3. The Maryland National Guard will not tolerate sexual harassment in the work place. We must train all personnel to recognize, prevent and remedy sexual harassment situations.
4. Commanders, managers and supervisors are entrusted to provide a safe and professional work environment, and have the responsibility to prevent sexual harassment.
5. This policy memorandum must be posted on all unit bulletin boards.

BRUCE F. TUXILL
Major General, MDANG
The Adjutant General

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